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SENATE

{ REPORT  
No. 91-582

## FEDERAL PAY LEGISLATION

DECEMBER 8, 1969.—Ordered to be printed

Mr. McGEE, from the Committee on Post Office and Civil Service,  
submitted the following

### REPORT

[To accompany H.R. 13000]

The Committee on Post Office and Civil Service, to which was referred the bill (H.R. 1300) to implement the Federal employee pay comparability system, to establish a Federal Employee Salary Commission, and a Board of Arbitration, and for other purposes, having considered the reports favorably thereon with amendments and recommends that the bill as amended do pass.

#### THE PAY SITUATION FOR FEDERAL EMPLOYEES

In 1962, Congress enacted the Federal Salary Reform Act, establishing the principle that Federal salaries shall annually be adjusted to conform to pay rates for similar levels of responsibility and job characteristics found in private enterprise. This principle was a significant departure from the policy which had governed Federal salary changes for many years. It was based on the theory that to recruit and retain the best people available in the labor market, the Federal Government must pay comparable salaries and provide comparable fringe benefit programs with private industry.

Each year the Bureau of Labor Statistics conducts a survey between May and September to determine what salaries are being paid in the private sector of the economy. After the survey has been completed, the Civil Service Commission, or such other agency as the President may direct, evaluates the data gathered and reports to the President on what comparability rates should be paid Federal employees. The President subsequently reports to the Congress his recommendations for pay adjustments. In each year since the 1962 act, through 1967, the recommendations of the President were in the form of proposed legislation. In 1967, the Federal Employees Salary Act authorized the President to make pay adjustments by Executive order to close the gap

between Federal and private enterprise pay rates. In July 1968 and July 1969, this was done, and currently Federal pay rates are as nearly comparable to those in private enterprise as the present pay-adjustment procedure permits. An exception exists above GS-15, where comparability is not sought. However, the Federal pay schedules in effect today are based on a survey directly related to private enterprise pay as of June 1968—18 months ago. The July 1969 adjustment made by the President under Executive Order 11474 increased Federal salaries by an average of 9.1 percent for the general schedule and 4.7 percent for the postal field service schedule. This increase finally brought about pay comparability first promised in Public Law 87-793.

The Bureau of Labor Statistics' survey of private enterprise salaries for 1969, recently completed, indicates that salaries in the private sector of the economy between June 1968 and June 1969, have risen an average of 5.8 percent. During the same period of time, the Consumer Price Index rose 7.4 percent from June 1968 to October, 1969, also the most recent data available. Thus, even in the private sector of the economy, inflation has adversely affected the purchasing power of employees; but it has had an even greater impact upon the purchasing power of Federal employees, whose salaries are a year-and-a-half behind the times.

#### THE TIME LAG PROBLEM

Ever since the enactment of the 1962 statute, there has been a significant elapse of time between the Bureau of Labor Statistics' comparability survey and the effective date of new salary rates based on that survey. In 1964 and 1967, the committee made pay adjustments retroactive by 2 months; but retroactive pay is not always appropriate and does not, in any event, resolve the basic time lag problem. The President's recommendations for pay adjustments in 1970, for instance, will under existing law require the enactment of legislation in order to become effective. Assuming that a new statute is enacted making his recommendations effective July 1, 1970, the rates of pay would be exactly 12 months out of date.

It does take time to gather and evaluate statistical data on pay comparability, but it is unfair to Federal employees to penalize them by this delay and it certainly does not fulfill the policy of comparability. So long as prices and wages remained relatively stable, the impact of the time lag was not as significant as it has become in the past 2 years. But in the current economic situation, with wholesale and retail prices increasing at annual rates far in excess of anything approaching stability, the time lag has an extremely adverse effect. This is particularly evident in the case of employees in the lower levels of pay. Purchasing power for the letter carrier, the postal clerk, or the rank-and-file civil service employee declines with every Price Index Report. In addition, recent changes in the Civil Service Retirement Act made by Public Law 91-93, and recent increases in the cost of almost all hospitalization and medical insurance plans carried by Federal employees will further reduce take-home pay as of January 1, 1970. On that day the deduction from the gross annual pay of all employees for civil service retirement will be increased by one-half of 1 percent and the hospital insurance premium for the most popular plan will go up from \$316.16 to \$353.34 a year.

The average postal employee (letter carrier or clerk) is in PFS-5, step 4, paid a basic annual salary of \$6,794. His biweekly paycheck is \$261.60. If he is married, has two children, and participates in retirement and the most popular insurance plan available to him, his take-home pay is \$206.61 every 2 weeks. Because of increase deductions in insurance and retirement, his biweekly take-home pay in January will drop to \$203.36. At the same time, the purchasing power of his dollar will have continued to decline based on current Consumer Price Index indications.

The committee believes that Federal employees should not suffer another decrease in their take-home pay as a result of changes in deductions at a time when costs continue to increase. The effect of the bill recommended in H.R. 13000 as amended by the committee would be to prevent the drop in take-home pay just described, and instead provide that the same letter carrier or postal clerk have a take-home check that will permit him a barely discernible increase in buying power—certainly justified on the basis of comparability with private enterprise and the rising costs of living.

The committee recommendation will mean that the average clerk or carrier will have a take-home pay of \$211.26 every 2 weeks rather than \$203.36, the result of the January deduction increases if no pay increase is enacted. The result is a salary boost of \$7.90 every 2 weeks, or just under 10 cents an hour.

#### THE COMMITTEE RECOMMENDATION

The committee recommends that Federal employees in all executive agencies, up through GS-15 or its equivalent, receive a pay increase effective January 1, 1970, by a decreasing percentage, beginning with 4 percent for employees in pay grades the initial rate of which is now less than \$10,000; 3 percent for employees in grades between \$10,000 and \$15,000; 2 percent for employees in grades between \$15,000 and \$20,000; and 1 percent for employees in grade GS-15 and its equivalent in other pay systems. The committee recommends that there be no pay increase for employees above GS-15 or its equivalent in other systems; and that there be no pay increase for employees of the Congress, most of whose salaries can be adjusted by administrative action.

The committee has taken into account the very stringent necessity for fiscal responsibility at the present time. The efforts of the present administration to control inflation include the very strong suggestion that Federal salaries remain at their present levels. Recognizing the necessity for prudence, the Committee has eliminated provisions of the bill, as referred from the House of Representatives, for any pay adjustment other than a "bare bones" minimum adjustment for employees who are most seriously affected by inflation. The House recommendation for a permanent commission on salary adjustments has been deleted, and no changes in existing law relating to pay other than the statutory schedules are included. The corrections of other pay inequities will be deferred for later consideration. The necessity for establishing an independent commission to consider pay adjustments, with provisions for binding settlement if agreement cannot be reached, will also be considered at a later date.

### JULY 1970 INCREASE

In order to avoid the necessity of enacting another pay bill in 1970, the committee recommends an extension of the authority given the President in the 1967 salary legislation to make pay increases on the basis of the 1969 comparability, effective July 1, 1970. To insure that employees play a fair role in evaluating the comparability system data, the committee recommends that union representatives be permitted to participate in the evaluation of such data by the Civil Service Commission or whatever other agency the President, under law, may direct to evaluate comparability data. The Commission is directed to consult and give full and fair consideration to the suggestions and recommendations of these employee representatives, and to provide adequate means for these representatives to express differing viewpoints in the report on comparability.

The committee believes that it cannot do more than it has done to strike a fair and completely justifiable balance between the needs of our employees and necessity to hold Federal spending to a reasonable, noninflationary level.

### PUBLIC HEARINGS

The committee has held 3 days of public hearings on H.R. 13000 and related legislation on September 22, October 1, and October 2, 1969.

### COST

The committee estimates that the enactment of H.R. 13000 as amended by the committee will cost approximately \$360 million in fiscal year 1970 for all civilian employees covered by the legislation. Beginning in fiscal year 1971, the annual cost is estimated at approximately \$720 million. The civilian payroll of the Federal Government at the present time is approximately \$21.5 billion a year, excluding blue-collar employees whose salaries are not adjusted by the Congress.

### CHANGES IN EXISTING LAW

In compliance with subsection 4 of rule XXIX of the Standing Rules of the Senate, changes in existing law made by the bill as reported are shown as follows (existing law in which no change is proposed is shown in roman; existing law proposed to be omitted is enclosed in black brackets; new matter is shown in italic):

### I. Title 5, United States Code

\* \* \* \* \*

### CHAPTER 53

### SUBCHAPTER 1—PAY COMPARABILITY SYSTEM

#### § 5301. Policy

It is the policy of Congress that Federal pay fixing be based on the principles that—

- (1) there be equal pay for substantially equal work, and pay distinctions be maintained in keeping with work and performance distinctions; and

(2) Federal pay rates be comparable with private enterprise pay rates for the same levels of work. Pay levels for the several Federal statutory pay systems shall be inter-related, and pay levels shall be set and adjusted in accordance with these principles.

**§ 5302. Annual reports on pay comparability**

In order to carry out the policy stated by section 5301 of this title, the President shall—

(1) direct such agency as he considers appropriate, to prepare and submit to him annually a report which compares the rates of pay fixed by statute for employees with the rates of pay paid for the same levels of work in private enterprise as determined on the basis of appropriate annual surveys conducted by the Bureau of Labor Statistics; [and]

[(2) after seeking the views of such employee organizations as he considers appropriate and in such manner as he may provide, report annually to Congress—

(A) this comparison of Federal and private enterprise pay rates; and

(B) such recommendations for revision of statutory pay schedules, pay structures, and pay policy, as he considers advisable.]

(2) *appoint 4 representatives of organizations of employees of the Government of the United States, including 2 representatives of organizations of employees in the postal field service of the Post Office Department, to participate directly in all phases of evaluating data relating to pay comparability, and in the preparation and presentation of the report to the President; and*

(3) *present each year to the Congress a report on the comparison of Federal pay to private enterprise pay, and shall include in his report his recommendations for changes in the rates of pay or changes in salary structure, alinement, or other characteristics of Federal pay as he deems to be in compliance with the provisions of section 5301 of this title.*

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**SUBCHAPTER III—GENERAL SCHEDULE PAY RATES**

**§ 5331. Definitions; application**

(a) For the purpose of this subchapter, “agency”, “employee”, “position”, “class”, and “grade” have the meanings given them by section 5102 of this title.

(b) This subchapter applies to employees and positions to which chapter 51 of this title applies.

**§ 5332. The General Schedule**

(a) The General Schedule, the symbol for which is “GS”, is the basic pay schedule for positions to which this subchapter applies. Each employee to whom this subchapter applies is entitled to basic pay in accordance with the General Schedule.

## GENERAL SCHEDULE

Grade	Annual rates and steps									
	1	2	3	4	5	6	7	8	9	10
GS-1	\$3,889	\$4,019	\$4,149	\$4,279	\$4,408	\$4,538	\$4,668	\$4,798	\$4,928	\$5,057
GS-2	4,360	4,505	4,650	4,795	4,940	5,085	5,230	5,375	5,520	5,665
GS-3	4,917	5,081	5,245	5,409	5,573	5,737	5,901	6,065	6,229	6,393
GS-4	5,562	5,706	5,850	5,994	6,138	6,282	6,426	6,570	6,714	6,858
GS-5	6,176	6,382	6,588	6,794	6,999	7,205	7,411	7,617	7,823	8,029
GS-6	6,882	7,111	7,340	7,569	7,798	8,027	8,256	8,485	8,714	8,943
GS-7	7,629	7,894	8,159	8,424	8,689	8,954	9,219	9,484	9,749	10,014
GS-8	8,449	8,731	9,013	9,295	9,577	9,859	10,141	10,423	10,705	10,987
GS-9	9,320	9,611	9,902	10,193	10,484	10,775	11,066	11,357	11,648	11,939
GS-10	10,262	10,564	10,865	11,166	11,467	11,768	12,069	12,370	12,671	12,972
GS-11	11,283	11,597	11,910	12,223	12,536	12,849	13,162	13,475	13,788	14,101
GS-12	13,389	13,835	14,281	14,727	15,173	15,619	16,065	16,511	16,957	17,403
GS-13	15,812	16,339	16,866	17,393	17,920	18,447	18,974	19,501	20,028	20,555
GS-14	18,531	19,149	19,767	20,385	21,003	21,621	22,239	22,857	23,475	24,093
GS-15	21,589	22,309	23,029	23,749	24,469	25,189	25,909	26,629	27,349	28,069
GS-16	25,044	25,879	26,714	27,549	28,384	29,219	30,054	30,889	31,724	
GS-17	28,976	29,942	30,908	31,874	32,840					
GS-18	33,495									

Grade	Annual rates and steps									
	1	2	3	4	5	6	7	8	9	10
GS-1	\$4,015	\$4,180	\$4,345	\$4,510	\$4,675	\$4,840	\$4,955	\$5,070	\$5,185	\$5,290
GS-2	4,534	4,705	4,876	5,047	5,218	5,389	5,504	5,619	5,734	5,849
GS-3	5,116	5,295	5,474	5,653	5,832	5,957	6,082	6,207	6,332	6,457
GS-4	5,744	5,935	6,126	6,317	6,508	6,699	6,890	7,081	7,272	7,463
GS-5	6,424	6,628	6,832	7,036	7,240	7,444	7,648	7,852	8,056	8,260
GS-6	7,155	7,374	7,593	7,812	8,031	8,250	8,469	8,688	8,907	9,126
GS-7	7,945	8,180	8,415	8,650	8,885	9,120	9,355	9,590	9,825	10,060
GS-8	8,785	9,031	9,277	9,523	9,769	10,015	10,261	10,507	10,753	11,000
GS-9	9,694	9,951	10,208	10,465	10,722	10,979	11,236	11,493	11,750	12,007
GS-10	10,600	10,868	11,136	11,404	11,672	11,940	12,208	12,476	12,744	13,012
GS-11	11,568	11,844	12,120	12,396	12,672	12,948	13,224	13,500	13,776	14,052
GS-12	13,789	14,149	14,509	14,869	15,229	15,589	15,949	16,309	16,669	17,029
GS-13	16,187	16,665	17,143	17,621	18,099	18,577	19,055	19,533	20,011	20,489
GS-14	18,903	19,533	20,163	20,793	21,423	22,053	22,683	23,313	23,943	24,573
GS-15	21,805	22,532	23,259	23,986	24,713	25,440	26,167	26,894	27,621	28,348
GS-16	25,044	25,879	26,714	27,549	28,384	29,219	30,054	30,889	31,724	
GS-17	28,976	29,942	30,908	31,874	32,840					
GS-18	33,495									

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## II. Title 38, United States Code

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## § 4107. Grades and pay scales

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## Section 4103 Schedule

Assistant Chief Medical Director, \$33,495.

Medical Director, \$28,976 minimum to \$32,840 maximum.

Director of Nursing Service, \$21,589 minimum to \$28,069 maximum.

Director of Chaplain Service, \$21,589 minimum to \$28,069 maximum.

Chief Pharmacist, \$21,589 minimum to \$28,069 maximum.

Chief Dietitian, \$21,589 minimum to \$28,069 maximum.

*Physician and Dentist Schedule*

Director grade, \$25,044 minimum to \$31,724 maximum.  
Executive grade, \$23,273 minimum to \$30,257 maximum.  
Chief grade, \$21,589 minimum to \$28,069 maximum.  
Senior grade, \$18,531 minimum to \$24,093 maximum.  
Intermediate grade, \$15,812 minimum to \$20,555 maximum.  
Full grade, \$13,389 minimum to \$17,403 maximum.  
Associate grade, \$11,233 minimum to \$14,599 maximum.

*Nurse Schedule*

Assistant Director grade, \$18,531 minimum to \$24,093 maximum.  
Chief grade, \$15,812 minimum to \$20,555 maximum.  
Senior grade, \$13,389 minimum to \$17,403 maximum.  
Intermediate grade, \$11,233 minimum to \$14,599 maximum.  
Full grade, \$9,320 minimum to \$12,119 maximum.  
Associate grade, \$8,037 minimum to \$10,449 maximum.  
Junior grade, \$6,882 minimum to \$8,943 maximum.

*Section 4103 Schedule*

Assistant Chief Medical Director, \$33,495.  
Medical Director, \$28,976 minimum to \$32,840 maximum.  
Director of Nursing Service, \$21,805 minimum to \$28,348 maximum.  
Director of Chaplain Service, \$21,805 minimum to \$28,348 maximum.  
Chief Pharmacist, \$21,805 minimum to \$28,348 maximum.  
Chief Dietitian, \$21,805 minimum to \$28,348 maximum.

(b)(1) The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

*Physician and Dentist Schedule*

Director grade, \$25,044 minimum to \$31,724 maximum.  
Executive grade, \$23,273 minimum to \$30,257 maximum.  
Chief grade, \$21,805 minimum to \$28,348 maximum.  
Senior grade, \$18,903 minimum to \$24,573 maximum.  
Intermediate grade, \$16,127 minimum to \$20,969 maximum.  
Full grade, \$13,789 minimum to \$17,929 maximum.  
Associate grade, \$11,568 minimum to \$15,042 maximum.

*Nurse Schedule*

Assistant Director grade, \$18,903 minimum to \$24,573 maximum.  
Chief grade, \$16,127 minimum to \$20,969 maximum.  
Senior grade, \$13,789 minimum to \$17,929 maximum.  
Intermediate grade, \$11,568 minimum to \$15,042 maximum.  
Full grade, \$9,694 minimum to \$12,601 maximum.  
Associate grade, \$8,358 minimum to \$10,869 maximum.  
Junior grade, \$7,155 minimum to \$9,306 maximum.

**III. Title 39, United States Code**

**CHAPTER 35**

**§ 3542. Postal Field Service Schedule**

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## POSTAL FIELD SERVICE SCHEDULE

Level	Annual rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
PFS 1	\$4,522	\$4,673	\$4,824	\$4,975	\$5,126	\$5,277	\$5,428	\$5,579	\$5,730	\$5,881	\$6,032	\$6,183
PFS 2	4,689	4,840	4,991	5,142	5,293	5,444	5,595	5,746	5,897	6,048	6,199	6,350
PFS 3	5,286	5,437	5,588	5,739	5,890	6,041	6,192	6,343	6,494	6,645	6,796	6,947
PFS 4	5,715	5,866	6,017	6,168	6,319	6,470	6,621	6,772	6,923	7,074	7,225	7,376
PFS 5	6,176	6,327	6,478	6,629	6,780	6,931	7,082	7,233	7,384	7,535	7,686	7,837
PFS 6	6,675	6,826	6,977	7,128	7,279	7,430	7,581	7,732	7,883	8,034	8,185	8,336
PFS 7	7,216	7,367	7,518	7,669	7,820	7,971	8,122	8,273	8,424	8,575	8,726	8,877
PFS 8	7,802	7,953	8,104	8,255	8,406	8,557	8,708	8,859	9,010	9,161	9,312	9,463
PFS 9	8,434	8,585	8,736	8,887	9,038	9,189	9,340	9,491	9,642	9,793	9,944	10,095
PFS 10	9,101	9,252	9,403	9,554	9,705	9,856	10,007	10,158	10,309	10,460	10,611	10,762
PFS 11	10,110	10,261	10,412	10,563	10,714	10,865	11,016	11,167	11,318	11,469	11,620	11,771
PFS 12	11,233	11,384	11,535	11,686	11,837	11,988	12,139	12,290	12,441	12,592	12,743	12,894
PFS 13	12,478	12,629	12,780	12,931	13,082	13,233	13,384	13,535	13,686	13,837	13,988	14,139
PFS 14	13,864	14,015	14,166	14,317	14,468	14,619	14,770	14,921	15,072	15,223	15,374	15,525
PFS 15	15,404	15,555	15,706	15,857	16,008	16,159	16,310	16,461	16,612	16,763	16,914	17,065
PFS 16	17,114	17,265	17,416	17,567	17,718	17,869	18,020	18,171	18,322	18,473	18,624	18,775
PFS 17	19,011	19,162	19,313	19,464	19,615	19,766	19,917	20,068	20,219	20,370	20,521	20,672
PFS 18	21,122	21,273	21,424	21,575	21,726	21,877	22,028	22,179	22,330	22,481	22,632	22,783
PFS 19	23,467	23,618	23,769	23,920	24,071	24,222	24,373	24,524	24,675	24,826	24,977	25,128
PFS 20	26,071	26,222	26,373	26,524	26,675	26,826	26,977	27,128	27,279	27,430	27,581	27,732
PFS 21	28,976	29,127	29,278	29,429	29,580	29,731	29,882	30,033	30,184	30,335	30,486	30,637

## POSTAL FIELD SERVICE SCHEDULE

PFS	1	2	3	4	5	6	7	8	9	10	11	12
1	\$4,705	\$4,856	\$5,007	\$5,158	\$5,309	\$5,460	\$5,611	\$5,762	\$5,913	\$6,064	\$6,215	\$6,366
2	5,084	5,235	5,386	5,537	5,688	5,839	5,990	6,141	6,292	6,443	6,594	6,745
3	5,463	5,614	5,765	5,916	6,067	6,218	6,369	6,520	6,671	6,822	6,973	7,124
4	5,842	5,993	6,144	6,295	6,446	6,597	6,748	6,899	7,050	7,201	7,352	7,503
5	6,221	6,372	6,523	6,674	6,825	6,976	7,127	7,278	7,429	7,580	7,731	7,882
6	6,600	6,751	6,902	7,053	7,204	7,355	7,506	7,657	7,808	7,959	8,110	8,261
7	6,979	7,130	7,281	7,432	7,583	7,734	7,885	8,036	8,187	8,338	8,489	8,640
8	7,358	7,509	7,660	7,811	7,962	8,113	8,264	8,415	8,566	8,717	8,868	9,019
9	7,737	7,888	8,039	8,190	8,341	8,492	8,643	8,794	8,945	9,096	9,247	9,398
10	8,116	8,267	8,418	8,569	8,720	8,871	9,022	9,173	9,324	9,475	9,626	9,777
11	8,495	8,646	8,797	8,948	9,099	9,250	9,401	9,552	9,703	9,854	10,005	10,156
12	8,874	9,025	9,176	9,327	9,478	9,629	9,780	9,931	10,082	10,233	10,384	10,535
13	9,253	9,404	9,555	9,706	9,857	10,008	10,159	10,310	10,461	10,612	10,763	10,914
14	9,632	9,783	9,934	10,085	10,236	10,387	10,538	10,689	10,840	10,991	11,142	11,293
15	10,011	10,162	10,313	10,464	10,615	10,766	10,917	11,068	11,219	11,370	11,521	11,672
16	10,390	10,541	10,692	10,843	10,994	11,145	11,296	11,447	11,598	11,749	11,900	12,051
17	10,769	10,920	11,071	11,222	11,373	11,524	11,675	11,826	11,977	12,128	12,279	12,430
18	11,148	11,299	11,450	11,601	11,752	11,903	12,054	12,205	12,356	12,507	12,658	12,809
19	11,527	11,678	11,829	11,980	12,131	12,282	12,433	12,584	12,735	12,886	13,037	13,188
20	11,906	12,057	12,208	12,359	12,510	12,661	12,812	12,963	13,114	13,265	13,416	13,567
21	12,285	12,436	12,587	12,738	12,889	13,040	13,191	13,342	13,493	13,644	13,795	13,946
22	12,664	12,815	12,966	13,117	13,268	13,419	13,570	13,721	13,872	14,023	14,174	14,325
23	13,043	13,194	13,345	13,496	13,647	13,798	13,949	14,100	14,251	14,402	14,553	14,704
24	13,422	13,573	13,724	13,875	14,026	14,177	14,328	14,479	14,630	14,781	14,932	15,083
25	13,801	13,952	14,103	14,254	14,405	14,556	14,707	14,858	15,009	15,160	15,311	15,462
26	14,180	14,331	14,482	14,633	14,784	14,935	15,086	15,237	15,388	15,539	15,690	15,841
27	14,559	14,710	14,861	15,012	15,163	15,314	15,465	15,616	15,767	15,918	16,069	16,220
28	14,938	15,089	15,240	15,391	15,542	15,693	15,844	15,995	16,146	16,297	16,448	16,599
29	15,317	15,468	15,619	15,770	15,921	16,072	16,223	16,374	16,525	16,676	16,827	16,978
30	15,696	15,847	15,998	16,149	16,300	16,451	16,602	16,753	16,904	17,055	17,206	17,357
31	16,075	16,226	16,377	16,528	16,679	16,830	16,981	17,132	17,283	17,434	17,585	17,736

## § 3543. Rural Carrier Schedule

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## RURAL CARRIER SCHEDULE

	Annual rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
Fixed compensation	\$2,746	\$2,932	\$3,078	\$3,224	\$3,370	\$3,516	\$3,662	\$3,808	\$3,954	\$4,100	\$4,246	\$4,392
For each mile up to 30 miles of route	103	105	107	109	111	113	115	117	119	121	123	125
For each mile of route over 30	25	25	25	25	25	25	25	25	25	25	25	25



## RURAL CARRIER SCHEDULE

	Per annum rates and steps											
	1	2	3	4	5	6	7	8	9	10	11	12
Fixed compensation.....	\$2,914	\$3,068	\$3,222	\$3,376	\$3,530	\$3,684	\$3,838	\$3,992	\$4,146	\$4,300	\$4,454	\$4,608
For each mile up to 30 miles of route.....	107	109	111	113	115	117	119	121	123	125	127	129
For each mile of route over 30.....	25	25	25	25	25	25	25	25	25	25	25	25

## IV. Foreign Service Act of 1946

(22 USC 867, 870(a))

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Section 412

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Class 1.....	\$31,705	\$32,762	\$33,495				
Class 2.....	24,867	25,696	26,525	\$27,354	\$28,183	\$29,012	\$29,841
Class 3.....	19,704	20,361	21,018	21,675	22,332	22,989	23,646
Class 4.....	15,812	16,339	16,866	17,393	17,920	18,447	18,974
Class 5.....	12,848	13,276	13,704	14,132	14,560	14,988	15,416
Class 6.....	10,608	10,962	11,316	11,670	12,024	12,378	12,732
Class 7.....	8,916	9,213	9,510	9,807	10,104	10,401	10,698
Class 8.....	7,639	7,894	8,149	8,404	8,659	8,914	9,169

Class 1.....	\$31,705	\$32,762	\$33,495				
Class 2.....	24,867	25,696	26,525	\$27,354	\$28,183	\$29,012	\$29,841
Class 3.....	19,903	20,500	21,229	21,826	22,555	23,283	23,981
Class 4.....	16,127	16,665	17,203	17,741	18,279	18,817	19,355
Class 5.....	13,233	13,674	14,115	14,556	14,997	15,438	15,879
Class 6.....	10,928	11,292	11,656	12,020	12,384	12,748	13,112
Class 7.....	9,272	9,581	9,890	10,199	10,508	10,817	11,126
Class 8.....	7,945	8,210	8,475	8,740	9,005	9,270	9,535

## SEC. 415.

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Class 1.....	\$19,704	\$20,361	\$21,018	\$21,675	\$22,332	\$22,989	\$23,646	\$24,303	\$24,960	\$25,617
Class 2.....	15,812	16,339	16,866	17,393	17,920	18,447	18,974	19,501	20,028	20,555
Class 3.....	12,848	13,276	13,704	14,132	14,560	14,988	15,416	15,844	16,272	16,700
Class 4.....	10,608	10,962	11,316	11,670	12,024	12,378	12,732	13,086	13,440	13,794
Class 5.....	9,517	9,834	10,151	10,468	10,785	11,102	11,419	11,736	12,053	12,370
Class 6.....	8,536	8,820	9,104	9,388	9,672	9,956	10,240	10,524	10,808	11,092
Class 7.....	7,655	7,910	8,165	8,420	8,675	8,930	9,185	9,440	9,695	9,950
Class 8.....	6,865	7,094	7,323	7,552	7,781	8,010	8,239	8,468	8,697	8,926
Class 9.....	6,158	6,363	6,568	6,773	6,978	7,183	7,388	7,593	7,798	8,003
Class 10.....	5,522	5,706	5,890	6,074	6,258	6,442	6,626	6,810	6,994	7,178

Class 1.....	\$10,903	\$20,566	\$21,229	\$21,892	\$22,555	\$23,218	\$23,881	\$24,544	\$25,207	\$25,870
Class 2.....	16,127	16,665	17,203	17,741	18,279	18,817	19,355	19,893	20,431	20,969
Class 3.....	13,233	13,674	14,115	14,556	14,997	15,438	15,879	16,320	16,761	17,202
Class 4.....	10,928	11,292	11,656	12,020	12,384	12,748	13,112	13,476	13,840	14,204
Class 5.....	9,801	10,128	10,455	10,782	11,109	11,436	11,763	12,090	12,417	12,744
Class 6.....	8,876	9,172	9,468	9,764	10,060	10,356	10,652	10,948	11,244	11,540
Class 7.....	7,962	8,227	8,492	8,757	9,022	9,287	9,552	9,817	10,082	10,347
Class 8.....	7,140	7,378	7,616	7,854	8,092	8,330	8,568	8,806	9,044	9,282
Class 9.....	6,405	6,618	6,831	7,044	7,257	7,470	7,683	7,896	8,109	8,322
Class 10.....	5,744	5,935	6,126	6,317	6,508	6,699	6,890	7,081	7,272	7,463